

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**BRIDGESTONE AMERICAS TIRE
OPERATIONS, LLC**

and

Case 10-CA-181740

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE WORKERS
INTERNATIONAL, AFL-CIO, CLC AND ITS
LOCAL 1055L**

DECISION AND ORDER

Statement of the Case

On November 30, 2016, Bridgestone Americas Tire Operations, LLC (the Respondent), United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International, AFL-CIO, CLC and its Local 1055L (the Union), and the General Counsel of the National Labor Relations Board entered into a Formal Settlement Stipulation, subject to the Board's approval, providing for the entry of a consent order by the Board and a consent judgment by any appropriate United States Court of Appeals. The parties waived all further and other proceedings before the Board to which they may be entitled under the National Labor Relations Act and the Board's Rules and Regulations, and the Respondent waived its right to contest the entry of a consent judgment or to receive further notice of the application therefor.

The Formal Settlement Stipulation is approved and made a part of the record, and the proceeding is transferred to and continued before the Board in Washington, D.C., for the entry of a Decision and Order pursuant to the provisions of the Formal Settlement Stipulation.

Based on the Formal Settlement Stipulation and the entire record, the Board makes the following

Findings of Fact

1. The Respondent's business

(a) The Respondent is a limited liability company with an office and place of business in La Vergne, Tennessee, and is engaged in the manufacture of vehicle tires.

(b) In conducting its business operations described above, the Respondent annually purchases and receives at its La Vergne, Tennessee facility goods valued in excess of \$50,000 directly from points outside the State of Tennessee.

(c) At all material times, the Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

2. The labor organization involved

(a) At all material times, United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International, AFL-CIO, CLC, has been a labor organization within the meaning of Section 2(5) of the Act.

(b) At all material times, Local 1055L of United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International, AFL-CIO, CLC, has been a labor organization within the meaning of Section 2(5) of the Act.

3. The bargaining unit

(a) The following employees of the Respondent (the unit) constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All production and maintenance employees classified as production operator, senior production operator, production specialist, production leader and senior production leader, including die shop, excluding office employees, personnel, clerical employees, security inspectors, technical and professional employees, final inspection classifiers, tire room instructors, set-up personnel, elevator attendants, and supervisors as defined in the Act.

(b) At all material times, the Respondent has recognized the Union as the exclusive collective-bargaining representative of the unit. This recognition has been embodied in successive collective-bargaining agreements, the most recent of which is effective from August 12, 2013 through July 29, 2017.

(c) At all material times, based on Section 9(a) of the Act, the Union has been the exclusive collective-bargaining representative of the unit.

ORDER

Based on the above findings of fact, the Formal Settlement Stipulation, and the entire record, and pursuant to Section 10(c) of the National Labor Relations Act, the National Labor Relations Board orders that:

The Respondent, Bridgestone Americas Tire Operations, LLC, La Vergne, Tennessee, its officers, agents, successors, and assigns, shall:

1. Cease and desist from

(a) Unilaterally turning on surveillance cameras without affording the Union notice and an opportunity to bargain to agreement or a good-faith impasse.

(b) In any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act.

2. Take the following affirmative action necessary to effectuate the policies of the Act.

(a) Within 14 days of service by the Region, post at its La Vergne, Tennessee facility copies of the Notice to Employees attached as Appendix 1.¹ Copies of the notice, on forms provided by the Regional Director for Region 10, after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places, including all places where notices to employees are customarily posted.

(b) In the event that, during the pendency of these proceedings, the Respondent has gone out of business or closed its La Vergne, Tennessee facility, the Respondent shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Respondent at the closed facility at any time since February 25, 2016.

(c) Within 14 days of the Board's order, turn off the surveillance cameras that were unilaterally turned on by the Employer on April 27, 2016.

(d) Within 21 days after service by the Region, file with the Regional Director for Region 10 a sworn certification of a responsible official on a form provided by the Region attesting to the steps the Respondent has taken to comply. The certification shall include a copy of the documents signed by a responsible official attesting to the dates that the notices were received at each facility, the dates that the notices were posted, where the notices were posted, and a digital photograph of each posted notice with metadata including date taken and GPS coordinates.

Dated, Washington, D.C., April 3, 2017

Philip A. Miscimarra, Acting Chairman

Mark Gaston Pearce, Member

Lauren McFerran, Member

(SEAL)

NATIONAL LABOR RELATIONS BOARD

¹ When this Order is enforced by a judgment of a United States court of appeals, the words in the notice reading "Posted by Order of the National Labor Relations Board" shall read "Posted Pursuant to a Judgment of the United States Court of Appeals Enforcing an Order of the National Labor Relations Board."

APPENDIX 1

**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
NATIONAL LABOR RELATIONS BOARD
An Agency of the United States Government**

**PURSUANT TO A STIPULATION PROVIDING FOR A BOARD ORDER
AND A CONSENT JUDGMENT OF ANY APPROPRIATE
UNITED STATES COURT OF APPEALS**

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose representatives to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International, AFL-CIO, CLC and its Local 1055L is the employees' representative in dealing with us regarding wages, hours, and other working conditions of the employees in the following unit:

All production and maintenance employees classified as production operator, senior production operator, production specialist, production leader and senior production leader, including die shop, excluding office employees, personnel, clerical employees, security inspectors, technical and professional employees, final inspection classifiers, tire room instructors, set-up personnel, elevator attendants, and supervisors as defined in the Act.

WE WILL NOT turn on surveillance cameras without affording the Union notice and an opportunity to bargain to agreement or a good-faith impasse.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the National Labor Relations Act.

WE WILL turn off the surveillance cameras that were unilaterally turned on by the Employer on April 27, 2016.

BRIDGESTONE AMERICAS TIRE OPERATIONS, LLC

The Board's decision can be found at www.nlr.gov/case/10-CA-181740 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.

